

R 241340Z JAN 06  
FM PTC WASHINGTON DC//ALARACT//  
TO ALARACT  
ZEN/ADDRESS LISTS @ AL ALARACT(UC)  
BT  
UNCLAS  
SUBJ: ALARACT 016/2006

THIS MESSAGE HAS BEEN SENT BY THE PENTAGON TELECOMMUNICATIONS CENTER ON  
BEHALF OF DA WASHINGTON DC//DAPE-MPE//

SUBJECT: ENLISTED PROMOTIONS AND NCOES.

A. AR 140-158, ENLISTED PERSONNEL CLASSIFICATION, PROMOTION, AND  
REDUCTION, 15 NOV 05.

B. AR 350-1, ARMY TRAINING AND EDUCATION, DATED 9 APR 03.

C. AR 600-8-19, ENLISTED PROMOTIONS AND REDUCTIONS, 10 JAN 06.

D. NGR 600-200, ENLISTED PERSONNEL MANAGEMENT, 1 MAR 97.

E. HQDA ALARACT, DAPE-MP, 211121Z NOV 03, SUBJECT: SUSPENSION OF  
CONDITIONAL PROMOTIONS SGT THROUGH SFC.

F. HQDA ALARACT, DAMO-TRL, 071547Z APR 05, SUBJECT: NCOES POLICY.

G. HQDA ALARACT, DAMO-TRL, 121836Z OCT 05, SUBJECT: WARRIOR LEADER  
COURSE (WLC).

H. MEMORANDUM, HQDA, DAPE-MPE-PD, 6 DEC 04, SUBJECT: PROMOTION  
ELIGIBILITY AND NCOES.

I. MEMORANDUM, HQDA, DAPE-MPE-PD, 8 AUG 05, SUBJECT: PROMOTION OF  
SOLDIERS TO MASTER SERGEANT (MSG) AND SERGEANT FIRST CLASS (SFC).

1. THE FOLLOWING CONTENT REISSUES ALARACT 251/2005 AS A RESULT OF THE  
10 JAN 06 PUBLICATION OF AR 600-8-19. THE CONTENTS OF THIS MESSAGE  
REFLECT CURRENT ARMY POLICY AND WILL REMAIN IN EFFECT UNTIL 9 JUNE 2006  
IAW PARA 4 BELOW.

2. THIS MESSAGE APPLIES TO ALL REGULAR ARMY (RA), ARMY NATIONAL GUARD  
OF THE UNITED STATES (ARNGUS) AND UNITED STATES ARMY RESERVE (USAR)  
SOLDIERS.

3. THE PURPOSE OF THIS MESSAGE IS TO PROVIDE ARMY LEADERS A COMPLETE  
COMPILATION OF EXISTING ADJUSTMENTS TO ENLISTED PROMOTION POLICIES  
SPECIFICALLY AS THEY RELATE TO NCOES ATTENDANCE. THIS INFORMATION MUST  
BE DISSEMINATED TO ALL COMMAND SERGEANTS MAJOR AND FIRST SERGEANTS.

4. THIS MESSAGE SERVES TO REISSUE POLICY CHANGES AS OUTLINED IN  
REFERENCES

E, H, AND I ABOVE. THESE POLICIES ARE TEMPORARY IN NATURE. THIS MESSAGE WILL EXPIRE ON 9 JUNE 2006. A MULTI-COMPONENT PROMOTION REGULATION (AR 600-8-19), APPLICABLE TO THE RA, ARNGUS, AND USAR, IS CURRENTLY BEING FINALIZED. THIS COMPREHENSIVE REGULATION WILL INCORPORATE THESE POLICY ADJUSTMENTS MAKING THEM PERMANENT. IT IS ANTICIPATED THAT THE CONSOLIDATED AR 600-8-19 WILL BE FINALIZED AND PUBLISHED BY 9 JUNE 2006.

#### 5. SUSPENSION OF CONDITIONAL PROMOTIONS.

A. POLICY: PER REF E, EFFECTIVE 1 JAN 04, THE ASSISTANT SECRETARY OF THE ARMY (MANPOWER AND RESERVE AFFAIRS) APPROVED THE SUSPENSION OF CONDITIONAL PROMOTION POLICIES. THIS SUSPENSION ALLOWS FOR PROMOTION TO SGT WITHOUT PLDC/WLC (REF G), SSG WITHOUT BNCOC, AND SFC WITHOUT ANCOC ALL WITHOUT CONDITION. UNLESS SPECIFICALLY WAIVED BY HQDA (DCS, G-1), PLDC/WLC COMPLETION REMAINS A PREREQUISITE FOR RECOMMENDATION TO SSG, BNCOC COMPLETION REMAINS A PREREQUISITE FOR ELIGIBILITY FOR SFC CONSIDERATION, AND ANCOC COMPLETION REMAINS A PREREQUISITE FOR ELIGIBILITY FOR MSG CONSIDERATION. PRIOR TO EACH CENTRALIZED PROMOTION BOARD, THE DCS, G-1, IDENTIFIES ALL SOLDIERS WHO WOULD OTHERWISE BE ELIGIBLE FOR CONSIDERATION, BUT HAVE NOT COMPLETED THE PREREQUISITE LEVEL OF NCOES AS STATED ABOVE. A REVIEW OF EACH SOLDIER S TRAINING HISTORY IS CONDUCTED AT THE ARMY-LEVEL. IF A DETERMINATION IS MADE THAT THE REASON ONE OF THESE SOLDIERS DOES NOT HAVE THE PREREQUISITE LEVEL OF NCOES IS BECAUSE THE ARMY WAS UNABLE TO SCHEDULE THE SOLDIER (BY HQDA), OR AS A DIRECT RESULT OF OPERATIONAL DEPLOYMENT CONFLICTS, THE G-1 WILL WAIVE THE NCOES REQUIREMENT FOR ANCOC AND BNCOC (AS APPROPRIATE), EFFECTIVELY PROVIDING AN AVENUE FOR PROMOTION CONSIDERATION TO MSG AND SFC.

B. RATIONALE: THIS POLICY ADJUSTMENT WAS MADE TO SUPPORT THE OPERATIONAL ENVIRONMENT. INSTITUTIONALLY, AS THE ARMY ANSWERED THE CALL TO FIGHT THE GLOBAL WAR ON TERRORISM AND SIMULTANEOUSLY INITIATED TRANSFORMATION INITIATIVES, A CAPABILITY TO ENSURE THAT ALL SOLDIERS WERE AFFORDED AN EQUAL OPPORTUNITY FOR MILITARY TRAINING WAS NOT ATTAINABLE. FURTHER, ON AN ANNUAL BASIS, BECAUSE OF THE NUMBER OF DEPLOYMENTS AND STABILIZATION EFFORTS TO SUPPORT THE NEW MANNING INITIATIVES, AN ABILITY TO PRODUCE A SUFFICIENT NUMBER OF TRAINED SOLDIERS TO MEET THE ANNUAL PROMOTION DEMAND WAS UNACHIEVABLE. WITHOUT THIS ADJUSTMENT, INDIVIDUAL SOLDIERS COULD HAVE ULTIMATELY BEEN PENALIZED AS A RESULT OF THE OPERATIONAL ENVIRONMENT.

#### 6. PLDC/WLC WAIVERS.

A. POLICY: PER REF G, THE DCS, G-1, ANNOUNCED AN NCOES WAIVER PROCESS THAT PROVIDES AN AVENUE, UPON WRITTEN REQUEST, TO WAIVE THE REQUIREMENT TO COMPLETE PLDC/WLC IN ORDER TO RECOMMEND A DEPLOYED SOLDIER FOR PROMOTION TO SSG. IN ORDER TO BE ELIGIBLE, SERGEANTS MUST BE DEPLOYED AND OTHERWISE FULLY ELIGIBLE FOR RECOMMENDATION. ALL REQUESTS MUST CONTAIN FULL JUSTIFICATION AS TO WHY THE SOLDIER WAS UNABLE TO COMPLETE PLDC/WLC IN A TIMELY FASHION. IF APPROVED, THE WAIVER PROVIDES AN AVENUE FOR BOTH RECOMMENDATION AND PROMOTION (IF SELECTED). DUE TO THE AVAILABILITY OF PLDC/WLC TRAINING SEATS AND INCREASED FUNDING, SOLDIERS GRANTED A PLDC/WLC WAIVER MUST COMPLETE PLDC/WLC WITHIN 180 DAYS FOLLOWING REDEPLOYMENT STABILIZATION (EQUALLYING 270 DAYS FROM THE REDEPLOYMENT DATE). FAILURE TO COMPLETE PLDC/WLC RESULTS IN REMOVAL FROM THE SSG LIST, OR IF ALREADY PROMOTED

TO SSG, REDUCTION TO THE RANK OF SGT. THE APPROVAL AUTHORITY FOR ALL WAIVER REQUESTS RESIDES WITH THE DIRECTOR FOR MILITARY PERSONNEL MANAGEMENT (DMPM), DCS, G-1.

B. RATIONALE: THE ESTABLISHMENT OF THIS TEMPORARY PROCESS PROVIDES THAT NO SOLDIER WILL BE OTHERWISE DISADVANTAGED, DUE TO EXTENDED DEPLOYMENTS, FOR A PROMOTION OPPORTUNITY. PROMOTION ELIGIBILITY FOR SSG, ESPECIALLY WITH REGARD TO THE TIME IN SERVICE REQUIREMENTS, IS RELATIVELY QUICK AND, IN THE CURRENT OPERATIONAL ENVIRONMENT, IT IS EXTREMELY FEASIBLE THAT A SOLDIER, ESPECIALLY IN A BACK-TO-BACK DEPLOYMENT SITUATION, WILL BE UNABLE TO GRADUATE PLDC/WLC IN A TIMELY MANNER IN ORDER TO ATTAIN PROMOTION ELIGIBILITY.

7. ANCOC/BNCOC WAIVERS.

A. POLICY: PER REF H, BEGINNING WITH THE RELEASE OF THE FY06 ACTIVE ARMY AND ARMY RESERVE MSG SELECTION BOARDS, SOLDIERS SELECTED FOR PROMOTION TO EITHER MSG OR SFC, WHO ATTAINED ELIGIBILITY AS A RESULT OF A HQDA WAIVER FOR THE APPROPRIATE LEVEL OF NCOES IAW PARA 3A ABOVE (ANCOC FOR MSG AND BNCOC FOR SFC), WILL HAVE THEIR PROMOTION HELD IN ABEYANCE UNTIL THE REQUISITE COURSE IS COMPLETED.

B. RATIONALE: THIS POPULATION OF SOLDIERS HAS A MINIMUM OF TWO YEARS IN GRADE BEFORE ATTAINING ELIGIBILITY FOR PROMOTION CONSIDERATION. OVER THE PAST FEW YEARS, THE AVERAGE TIME BETWEEN DEPLOYMENTS HAS INCREASED SUFFICIENTLY TO SUPPORT THE ARMY'S GOAL THAT ALL NCOS COMPLETE THE REQUISITE LEVEL OF NCOES BEFORE THEY ARE PROMOTED AND ASSUME AN INCREASED LEVEL OF RESPONSIBILITY.

8. NCOES REMAINS AN INTEGRAL COMPONENT OF THE OVERALL PROFESSIONAL DEVELOPMENT OF OUR NCO CORPS. DECISIONS TO ADJUST PROMOTION POLICIES AS THEY PERTAIN TO NCOES ENSURE THAT SOLDIERS ARE NOT OTHERWISE PENALIZED AS A RESULT OF THEIR OPERATIONAL OBLIGATIONS. HOWEVER, AS INDICATED CLEARLY IAW REF F ABOVE, NCOES ATTENDANCE IS MANDATORY ONCE SCHEDULED, UNLESS AN APPROVED DEFERMENT IS GRANTED. LEADERS ACROSS THE ARMY MUST ENSURE SOLDIERS ATTEND NCOES AS THEY ARE SCHEDULED. THIS IS PARAMOUNT TO THE CONTINUED SUCCESS OF OUR NCO CORPS AND IS SECOND ONLY TO THE MISSION OF WINNING OUR NATION S WARS.

9. THE ARMY STAFF, IN CONCERT WITH TRADOC, CONTINUES TO PURSUE LONG-TERM PERMANENT ADJUSTMENTS TO THE LINKAGE BETWEEN PROMOTIONS AND NCOES. UNTIL SUCH PERMANENT CHANGES ARE ANNOUNCED, EACH LEADER MUST DO THEIR PART TO ENSURE THE POLICY ADJUSTMENTS, AS OUTLINED ABOVE, ARE IMPLEMENTED AND THAT WE TAKE ADVANTAGE OF EVERY AVAILABLE NCOES TRAINING OPPORTUNITY.

10. POC FOR THIS MESSAGE IS MR. GERALD PURCELL, PERSONNEL POLICY INTEGRATOR, DIRECTORATE OF MILITARY PERSONNEL POLICY, ARMY G-1 (DAPE-MPE-PD).

11. EXPIRATION DATE CANNOT BE DETERMINED.